

**Council on Postsecondary Education
January 16, 2009**

Action Plan for Diversity Plan Development

ACTION: The staff recommends that the Council accept the CEO Action Plan to develop a statewide diversity plan.

At its September 2008 meeting, the Council accepted a research report from the Civil Rights Project of the University of California at Los Angeles and directed the Committee on Equal Opportunities, in collaboration with the institutions, to develop and submit to the Council at its January 2009 meeting a plan of action to develop a statewide diversity plan. Specifically, the committee was directed to examine the research report and, in collaboration with the universities and the community and technical college system, identify the major elements, actions, and timeline to develop a diversity plan.

The CEO, in collaboration with the presidents, institution equal opportunity representatives and general counsels, and others, created an action plan to develop a statewide approach to diversity planning. The CEO will establish two work groups, appointed by its chair, to facilitate the diversity plan development process. The action plan is presented below for CPE review and action.

Major elements of the diversity plan:

1. Introduction, Background, and History
2. Mission (Committee on Equal Opportunities)
3. Vision Statement
4. Core Beliefs and Values
5. Diversity Defined
6. "Discrimination" and "Preferential Treatment" Defined
7. Plan Oversight
8. Plan Objectives
9. Follow Up and Revisions

Timeline and planned activities:

1. January 16, 2009 – Provide the Council an action plan to develop a statewide diversity plan including major elements, collaboration with constituents, and other resources.
2. May 22, 2009 – Present to CPE recommendations and a summary of major findings to support plan development including mission, vision, core values and beliefs, and definition of diversity.
3. September 10, 2009 – Share with the CPE a draft of the statewide diversity plan for public colleges and universities in Kentucky.
4. November 6, 2009 – Share with the CPE a final draft of the statewide diversity plan.
5. January 2010 – Submit the statewide diversity plan to the CPE for its review and action.

Collaborators providing input for plan development (this list may be expanded):

1. Conference of Presidents Advisory Group
2. Institution General Counsels
3. Institution Equal Opportunity Representatives
 - o Regional Stewardship Advisory Groups
 - o Chief Academic Officers
 - o Student Advisory Councils (Chris Crumrine)
4. The Governor's Higher Education Work Group (College Access)
5. Executive Branch of Government
 - o Governor's Office
6. Legislative Branch of Government
7. Adult Education Providers
8. Kentucky Department of Education
9. University Diversity Committees (Campus Environment Teams)
10. Kentucky Education Professional Standards Board

Other resources available to assist with plan development (this list may be expanded):

1. Kentucky State Data Center (UofL)
2. Kentucky Human Rights Commission
3. Civil Rights Organizations
 - o State Conference NAACP
 - o Kentucky Advisory Committee to the U.S. Commission on Civil Rights
 - o The Urban League
4. Kentucky Chamber of Commerce (Business Community)
5. Kentucky Association of Blacks in Higher Education
6. Organizations Representing Latino/Hispanic Interests
 - o Local/campus based organizations
 - o Regional organizations
7. The Prichard Committee
8. The U.S. Department of Education, Office for Civil Rights
9. National Postsecondary Education Organizations
 - o American Council on Education
 - o College Board Diversity Collaborative
 - o State Higher Education Executive Officers
 - o National Association of State Land Grant Colleges and Universities
 - o American Association of State Colleges and Universities

Upon review and action by the Council, the Committee on Equal Opportunities will begin implementation of the action plan to develop the statewide diversity plan. Regular status reports will be provided at each regularly scheduled meeting of the Council.